

**2014 FCC EEO Public File Report for Charter Communications  
12690 - OPS Dodge Cnty WI**

***This Report Covers September 1, 2013 through August 31, 2014***

**Total Number of Full-Time Vacancies Filled During This Period: 4**  
**Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 8**

*Please see attached the Recruitment Source List that includes recruitment source contact information.*

**FULL-TIME VACANCIES FILLED**

State WI  
FCC Unit 12690 - OPS Dodge Cnty WI

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred by Each Recruitment Source	Number Hired
1402536	Broadband Installer	Charter.com	2	1
		Employee Referral	2	2
		Radio	1	0
		Local Job Network	1	0
		Cable Box Messages	0	0
		Charter OnDemand	0	0
		Craig's List	0	0
		Direct Employer's Association	0	0
		Hero2Hired	0	0
		Weather Crawls	0	0
		WI Job Net - unemployment office	0	0
		Wisconsin Tech Connect	0	0
1402536 Total			6	3
1405918	Broadband Installer	Charter.com	2	1
		Employee Referral	0	0
		Radio	0	0
		Local Job Network	0	0
		Cable Box Messages	0	0
		Charter OnDemand	0	0
		Craig's List	0	0
		Direct Employer's Association	0	0
		Hero2Hired	0	0
		Weather Crawls	0	0
		WI Job Net - unemployment office	0	0
		Wisconsin Tech Connect	0	0
1405918 Total			2	1
Grand Total			8	4

# RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Cable Box Messages	5133 W Terrace Suite 100	Madison, WI 53718	Bob Pinter	608-467-9225	No	0
Charter OnDemand	6399 Fiddler's Green Circle	Greenwood Village, CO	Sarah Hankins	314-965-0555	No	0
Charter.com	6399 Fiddler's Green Circle	Greenwood Village, CO	Sarah Hankins	314-965-0555	No	4
Craig's List	n/a	n/a	Craig's List	n/a	No	0
Direct Employer's Association	9002 N Purdue Road	Indianapolis, IN 46268	CJ Selvey	317-874-9000	No	0
Employee Referral	Employee Referral	n/a	n/a	n/a	No	2
Hero2Hired	n/a	n/a	Hero2Hired.com	n/a	No	0
Local Job Network	n/a	Milwaukee, WI	Heather Homa	800-984-3775	No	1
Radio	853 McIntosh Street	Wausau, WI 54403	Jessie Hlad	715-301-4071	No	1
Weather Crawls	5133 W Terrace Suite 100	Madison, WI 53718	Bob Pinter	608-467-9225	No	0
WI Job Net - unemployment office	819 N 6th Street	Milwaukee, WI	n/a	888-258-9966	No	0
Wisconsin Tech Connect	online services	n/a	n/a	n/a	No	0

### Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	Participation in at least two job fairs by unit personnel who have substantial responsibility in the making of hiring decisions.	Various	Dane County Job Fair 9/11/13 Northwest Central Tech College Job Fair 4/30/14
2	Hosting at least one job fair.	Various	Charter Communications hosted multiple job fairs through the Wisconsin market. Those have included - in-house job fairs to attract Technical applicants - Madison office
3	Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions.	Various	Charter Communications arranged and paid for training through Jones/NCTI for field technicians and supervisors, enabling acquisition of skills to qualify them for higher level positions. Supervisors and managers participated in a variety of training programs devised to assist with leadership development and policy administration skills. Offerings provided at various times during the plan year included Leadership Connect, Advanced Leadership Connect and Civil Treatment for Managers.
4	Participation in other activities reasonably calculated by the unit to further the goal of disseminating information as to employment opportunities in multichannel video programming to job candidates who might otherwise be unaware of such opportunities.	Various	Weather Channel Crawl - Charter Systems in the State of Wisconsin. <b>Television ads</b> WFXS-Fox TV (2/27/14), Charter Media Cross Channel Inserts - 1141 ads (3/2014), (4/2014) and (5/2014). <b>Radio ads</b> - Sunrise Broadcasting WDTX 100.5/WXCO 1230 (2/2014), WSAU & WDEX 94.7 (03/2014), WJJO (3/2014), Star Country and Z104 (11/2013), (3/2014), WIFC 28 ads (05/2014), Midwest Broadcasting WECL92.9 (04/2014), Clear Channel WMAD-FM (6/2014), Midwest Broadcasting WJJO and WJQM (8/2014). <b>Digital Ads</b> - 100,000 digital ads in Wausau (02/2014), Madison Internet/Mobile Impressions 150,000 (02/2014), WJJO Banner Ad on Internet (03/2014). <b>Cinema Ads</b> - Wausau Cedar Creek Cinema (5/2014, 6/2014, 7/2014, 8/2014), Eau Claire Cinema (5/2014, 6/2014, 7/2014, 8/2014), Fitchberg Cinema (5/2014, 6/2014, 7/2014).
5	Participation in events or programs sponsored by educational institutions relating to career opportunities in multichannel video programming communications;	Various	Wisconsin Indianhead Technical College Campus Mock Interview Day (3/26/14) Marian University Mock Interview Day (11/2/13)
6	Participation in job banks, Internet programs, and other programs designed to promote outreach generally	Various	Charter Communications contracts with the Local Job Network (localjobnetwork.com) to email open position daily through their Community and Diversity Outreach program to 2.1 million monthly active and passive job seekers. The outreach focuses on minorities, women, people with disabilities, veterans, historically black colleges and universities, state workforce agencies, and professional/technical groups.

